



JEEVIKA



Bihar Rural Livelihoods Promotion Society State Rural Livelihoods Mission, Bihar

Walk-in-Interview

Join a team of 6000+ committed and passionate Development Professionals.

Bihar Rural Livelihoods Promotion Society (BRLPS), an autonomous society under Rural Development Department, Govt. of Bihar has been designated as State Rural Livelihoods Mission by Rural Development Department, Government of Bihar to scale up the "JEEVIKA" model in all 534 Blocks of 38 Districts in Bihar under National Rural Livelihood Mission.

So far JEEVIKA has been able to reach out to nearly 1.3 **Crore rural poor households** by organizing them into **10.47 Lakh women Self Help Groups** under **69257 Village Organizations** and **1646 Cluster Level Federations**. These institutions have generated nearly **Rs. 11000 Crore** as their own fund and have leveraged more than **Rs. 35000 Crore** from the Banks.



Bring smile to the faces of poor in Bihar

Sr. No.	Position	No. of Vacancy	Remuneration (Monthly CTS* - Excluding other benefits**)
01.	State Project Manager-Human Resource Development (HRD)	01	₹ 69568/- to 97684/-

Note:

Details about the Education Qualification, Experience Term of reference (TOR), and the selection process which includes the application Format at the time of walk-in interview can be downloaded from the official website (<https://brlps.in/>) From 15th March 2024. All communication will be made through website only.

Date of Walk in Interview	04 th April 2024
Reporting Time for Registration	10 AM to 12.00 Noon
Venue	Bihar Rural Livelihoods Promotion Society (Jeevika), Annexe-II, Vidyut Bhawan (Near income tax round about), Jawahar Lal Nehru Marg (Bailey Road), Patna-800021.

* The interview may be spilled over to the next day depending upon the number of candidates to be present on the scheduled day of the interview. Therefore, candidates should be prepared to be available for an interview for the next day also, if necessary.

Applications are invited for the following positions under “Bihar Rural Livelihoods Promotion Society” :

Job Description

Sl.	Name of the Post	Vacancy	Eligibility Criteria
01.	<p>State Project Manager- Human Resource Development (SPM-HRD)</p> <p>Pay: ₹ 69568/- to ₹ 97684/- CTS* (Monthly) (Excluding other benefits**)</p>	<p>(1 Position: UR-1)</p>	<p><u>Essential Qualification:</u></p> <ul style="list-style-type: none"> • 2 Years Full-Time MBA-HRM or 2 years Full Time PGDM-HRM <p><u>Essential Qualification:</u></p> <ul style="list-style-type: none"> • Minimum 7 years of post-qualification relevant experience, out of which 3 years relevant experience should be of senior manager level. <p><u>Preferred Experience:</u></p> <ul style="list-style-type: none"> • S/he should possess skills and experience related to nurturing people in large development organizations/rural development projects and motivate them to pursue organisational objectives. • S/He should have worked at senior position in HR team/ HR head large organisation such as state national level development project / society /Institutions having manpower more than 5000. • S/He should have the experience of leading large number of HR personnel located at different remote units. S/He should have expertise of HRM & HRD interventions. • Strong communication skills and knowledge of working with MS office environment is essential.

Key Responsibility:

- As a part of the State Project Management Unit, S/he will be heading HR team.
- Responsible for developing/designing/ strengthening HR functions, systems, processes.
- Partner with the leadership team to develop and spearhead the people agenda by developing a comprehensive HR strategy that integrates and is aligned with the organisation's strategic objectives and growth aspirations.
- Foster a culture of high performance, employee engagement, and employee ownership.
- Design and implement programs to promote diversity, equity, and inclusion (DE&I) across the organisation.
- Lead change management through various leadership initiatives by developing and implementing HR policies and procedures that comply with Indian labour laws and industry best practices.
- On board new employees and ensure smooth integration into culture and team.
- Manage employee attrition and address employee retention challenges effectively.
- Responsible for end to end employee life cycle management- Recruitment, Foster continuous learning development, Mapping & implementing process compliances of all HR processes, HR operations, oversee Talent Management initiatives including Performance Management, employee engagement, reward & retain quality talent, grievance redressal, Exit management, Statutory compliances, Disciplinary control etc.
- Stay up-to-date on emerging HR trends and best practices, adapting the company's HR approach accordingly.
- Manage employee relations, fostering open communication, resolving issues, and maintaining a positive work environment.
- Understanding of using organisational design, strategic workforce planning and change management as integral components of transformational initiatives.
- Prepare annual HR action plan and budget for the project and successfully implementing interventions accordingly.
- Identify training needs of the State Team and District Team and thus develop annual training calendar and execute the same.

Selection: Through Walk-in-Interview

Selection process consists of the following:

Sl.	Criteria	Full Marks	Weightage of Marks Obtained
01.	PPT	15	100%
02.	Personal Interview	35	100%
Total Marks		50	

1. Candidates reported after 12.00 Noon will be disqualified for this recruitment.
2. Format of application is available on the above mentioned website. Candidates coming for walk-in-interview shall bring duly filled in application in prescribed format to be submitted at the time of interview.
3. Application Form of candidates who do not fulfil the eligibility criteria shall be rejected.
4. Print out of Application Form or hard copies of certificates/mark sheets are not required to be submitted by post. Candidates shall have to produce all the required documents pertaining to eligibility for verification as and when asked for by the BRLPS, failing which he/ she shall be disqualified.
5. Candidates must keep a laptop, a pen drive print out of Application Form, Photo ID card and at least 03 (three) copies of coloured passport size photograph and produce the same, along with all the required certificates, at the time of verification of the documents.
6. It is to be noted that if a candidate has been allowed to appear in the examination, it does not imply that the candidate's eligibility has been verified. It does not vest any right with such candidates to get appointment. The eligibility is subject to final verification by the Competent Authority. The candidate shall satisfy his/her eligibility before appearing in the interview and shall be personally responsible, in case, he/she is not found eligible to apply as per the given eligibility criteria.
7. Information uploaded on the official website of the BRLPS shall not be provided to the candidates or any other person under the Right to Information Act, 2005. The information uploaded on the official website of the BRLPS shall remain available for a specific period only. Therefore, the candidates are advised to download the uploaded information and keep it with them for future reference, if any. During the course of recruitment, neither any application under the R.T.I. Act shall be entertained nor any information shall be provided.
8. Any representation filed by any applicant in respect of recruitment shall not be entertained once the process is initiated.
9. Factual information under the R.T.I. Act shall be provided only after declaration of final result. Inferential questions or speculative questions shall not be answered under the R.T.I. Act.
10. In case a candidate is found providing incorrect information or his/ her identity is proved to be false at any time in the future, he/ she may, in addition to disqualification, face penal action as per the law applicable.
11. In case, it is found at any stage of the recruitment process that a candidate does not fulfil the eligibility norms and/ or that he/ she has suppressed/ twisted or truncated any material facts, his/ her candidature shall stand cancelled without giving any reason and notice to the candidate concerned. If any of these shortcomings is detected even after appointment, his/ her service will be liable to be terminated and he/ she will be liable to punishment through proceedings as decided by the Competent Authority.
12. No person under Orthopedically Handicapped (OH) category shall be recruited unless he/ she is in good mental health and physically fit except to the extent of his/ her disability.
13. Maximum Age limit is 45 years for all candidates wherein 3 years age relaxation has been provided to the candidates currently working with the BRLPS on the date of Walk-in-Interview. Maximum age limit for retired officials from the government is 65 years.
14. Candidates are requested to visit the website frequently for updates and other announcements. All recruitment related notification shall be brought to the notice of candidates only through the official website of the BRLPS. No personal communication shall be made in this regard.
15. Reservation would be applicable for recruitment on these positions as per the latest Reservation Policy of the Government of Bihar.
16. BRLPS reserves the right to cancel this recruitment process, fully or partially, at any stage. The BRLPS reserves the right to bring about changes in the selection procedure/ scheme of Examination.
17. There shall be no provision for re-evaluation/ re-checking/ scrutiny of the answer sheet/ score. No correspondence in this regard shall be entertained.
18. If two or more candidates secure equal marks, the candidate born earlier will be placed above.
19. Waiting list shall remain valid for a period of one year from the date of its approval by the Competent Authority.
20. BRLPS reserves the right to shortlist candidates based on qualification and post qualification relevant experience.
21. Relevant experience is specific to the eligibility criteria and key responsibility as mentioned against the position.
22. For the purpose of calculation of experience and age, the reference date will be 1st January 2024.
23. Post qualification relevant experience for the position will only be considered. Experience of honorary position / as commission agent / Training / Internship / Article ship will not be accepted.

24. The period of experience rendered by a candidate on part time basis, daily wages, visiting/ guest faculty will not be counted while calculating the valid experience.
25. Article ship/apprenticeship/internship/training outside job or working in self-owned enterprise will not be considered as experience.
26. 1 year relaxation in experience will be allowed to a working employee of BRLPS who has completed at least 1 year of service with BRLPS, as per the provision of BRLPS HRD Manual.
27. *Cost to Society (CTS) includes Basic Pay, House Rent Allowance, Project Allowance & Employees Provident Fund (Employers share).
28. **Other monetary benefits allowed to BRLPS employees include Child Education Allowance for a maximum of two living children Annual Increment at the rate of 5%, Performance incentive up to maximum of 30% of Annual Basic as annual pay, Laptop Maintenance allowance, Self Learning Allowance, Accidental Insurance coverage, Medical Insurance cover for self & family, etc.
29. Contract will be till attainment of the superannuation age of 60 for positions under BRLPS. Employees may be separated if not found suitable at the discretion of the management. The contract would also end with the closure of the BRLPS project.
30. Persons who had been separated from the BRLPS on disciplinary grounds need not appear as their candidature will not be considered.
31. No TA/DA will be paid for attending selection process or first joining of BRLPS.
32. There would be a probation period of 3/6 months.
33. The record relating to this recruitment would be available up to 6 months from the Date of declaration of final result and, thereafter, all examination materials shall be weeded out and no communication in this regard shall be entertained with respect to this recruitment drive.
34. Retired Officials from Govt., PSUs and Banks with enough zeal and willingness to work for the cause of the poor may also apply if this position suits with his/her past experience. Retired government officials applying for this position should have completed graduation to be considered for selection.
35. Serving State Government Officials are encouraged to apply. Relevant deputation norms/BRLPS policy would be applicable to them.
36. Retired Officials from Govt., PSUs and Banks /Serving State Government Officials must be in the grade pay of Rs. 5400/-or above as per the 6th Pay Commission norms.
37. Remuneration for retired Officials from Government of Bihar will be fixed as per the provision of Sankalp No. 10000 dated 10/07/2015 and Letter No. 3/M-63/2013 Sa Pra 8710 dated 11/08/2021.
38. Reservation facility would be applicable only to the Bihar domicile candidates. The permanent address furnished in the application form shall be considered as domicile for the purpose of reservation.

Disclaimers: Mere eligibility does not guarantee a job.

**Chief Executive Officer-cum- Mission Director,
Bihar Rural Livelihood Promotion Society**

Canvassing in any form shall be a disqualification.